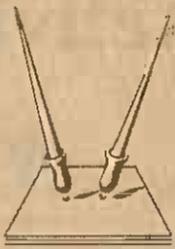




WHITE

Official Publication of the



COLLAR

Office Employees International Union



No. 146

APRIL, 1957

17

Organizing Drive Rolls On



Northeastern and Eastern Conferences in Joint Meeting in New York City

Recently at the Hotel Lexington in New York City a joint Organizational Conference meeting was held by the Eastern Organizational Conference and the Northeastern Organizational Conference. Between the morning and afternoon sessions Local No. 153 of New York was host to the delegates for a luncheon in the Luau Room. A very tasty and unusual lunch was served in true Hawaiian style. During the afternoon session a panel discussion was conducted by International Representative Leo J. Wallace. During the panel, Conference Organizer Manning, outlined the procedures for securing leads. Tom Flynn, delegate from Local No. 6, Boston, outlined how house calls and personal contacts should be made with prospective members. Associate Counsel Walter Coleran gave a dissertation covering the procedures under the Taft-Hartley Act and a general discussion of the NLRB. Director of Organization Douglas, outlined the most effective use of handbills and Moderator Wallace was the final panel speaker, discussing contracts. How to prepare them. How to draft proposals, and main clauses that should be included in any agreement. Question and answer periods were conducted following the presentation of each panel member. There was also a question and answer period when all of the panel members had finished their presentation. The two conferences made a motion to hold the next Northeastern Organizational Conference meeting in Boston, Mass., and the next Eastern Organizational Conference meeting in Newark, N. J. Photo below shows luncheon meeting in Luau Room.



Victories Scored in Texas, Wisconsin and California

THE OEIU is continuing to win representation rights for white collar workers throughout the country. Three of our latest victories were Cudahy Brothers Packing Co. in Milwaukee, Wis.; the Niagara Food Machinery, Richmond, Calif., and Koppers Co., Inc., Chemical Division, Port Arthur, Tex.

The campaign at Cudahy Co. was carried on by Local 9, its officers and organizing committee. Local 9 was assisted in this endeavor by Conference Organizer Art Lewandowski. As a result of a vigorous campaign the final vote was 86 for the OEIU and 63 against. Local 9 also has several campaigns under way which they expect to culminate shortly. Some of these are Babcock & Wilcox Co., Evinrude Motors, Pabst Brewing Co., and General Electric X-Ray.

The campaign at Niagara Co., in Richmond, Calif., was conducted by Local 243 under the direction of Secretary-Treasurer Mabel DeForrest with the assistance of Organizational Conference Organizer "Chuck" Hogan. The final vote showed that the employes authorized the OEIU as the collective bargaining agency by a vote of more than 3 to 1.

The campaign at Koppers in Port Arthur, Tex., was conducted by Local 66 with the assistance of International Representative Frank Morton. The final vote was almost by acclamation. There was only one unmarked ballot. It is anticipated that contracts will be consummated for these companies in the immediate future.

a major challenge to management. Business and industry, he added, must demonstrate that the white collar workers should be part of management.

Burk averred that management is not opposed to unions as such, "it's a matter of pro-management against anti-unionism."

The way to stop the white collar organizing drive, he advised, is to provide good supervision for white collar workers, give them prestige, a chance for advancement, fair salaries, security and a congenial work environment.

Same old story—lots of prestige—no money.

the region in which the meeting is held.

International and national unions, state federations, building and construction trades councils, city central bodies, city, county and Congressional District COPE's LLPE's and PAC's, and representatives of Women's Activities, Departments have been invited to send delegates.

The conferences will discuss the program of COPE for 1957.

The schedule of conferences and the states involved in each follow:

April 27: Statler Hotel, Boston—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. April 30: Sheraton Astor Hotel, New York City—New York State. May 3: Bellevue-Stratford Hotel, Philadelphia—Delaware, Maryland, New Jersey and Pennsylvania. May 7: Fort Shelby Hotel, Detroit—Illinois, Indiana, Kentucky, Michigan, Ohio and West Virginia. May 18: Hotel Statler, Los Angeles—California and Nevada. June 1: Hilton Hotel, Albuquerque—Arizona, Colorado, New Mexico and Utah. June 8: Hotel Muehlebach, Kansas City, Mo.—Arkansas, Kansas, Missouri and Oklahoma. June 12: Radisson Hotel, Minneapolis—Iowa, Minnesota, Nebraska, North Dakota, South Dakota and Wisconsin. June 14: American Legion Hall (headquarters at Desert Hotel), Coeur d'Alene, Idaho—Oregon, Idaho, Montana, Washington and Wyoming.

COPE Area Meets Listed

The AFL-CIO Committee on Political Education (COPE) will hold its annual series of area conferences this year in 11 cities, with the first one scheduled for Boston, Mass. on Saturday, April 27.

James L. McDewitt, national director of COPE, Deputy Director Alexander Barkan, Assistant Director William McSorley, Jr., Special Representative Philip Weightman, and one or both of the co-directors of the Woman's Activities Department, Mrs. Esther Murray and Mrs. Margaret Thornburgh, will attend each conference, together with the area director of

Local 153 Uses Car Card

The Executive Board of Local 153 decided to step up organization activities in the New York area by advertising that a White Collar union exists. In spelling out the details of this program it was decided to take advertising space in the New York Subway System. An Advertising firm was engaged and the card that was finally drafted depicted a Master of Ceremonies speaking into a microphone and a picture of an office employe wearing a pair of earphones in an isolation booth. The language on the card describes the illustration with the statement, "White Collar workers hit \$1,000 Jack Pot." The M.C. then asks the question: "How much more would you earn as a union member." The card also makes the statement that members of the Office Employees International Union earn an average of \$1,000 a year more. The card invites the reader to write or call Local 153 giving the address and phone number for full information regarding organization which will be given in confidence.

NAM Girds to Stop White Collar Organizing

The National Association of Manufacturers' industrial relations expert has finally come up with an explanation of why the NAM's desperate attempts to stem unionization have failed.

S. L. H. Burk told the NAM's 29th Industrial Relations Institute, held recently in Hollywood, Fla., management was "preoccupied with other things."

But, he warned, while "we have lost the battle of the production workers we can't afford to lose the battle of the white collar workers."

The AFL-CIO's drive to organize white collar workers he termed

WHITE COLLAR

Official Organ of
OFFICE EMPLOYEES INTERNATIONAL UNION
Affiliated with the AFL-CIO

HOWARD COUGHLIN,
President
J. HOWARD HICKS,
Secretary-Treasurer



New York, N. Y.
Room 1101
265 West 14th St.

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Walter Pidgeon Speaks for the Stars

AS the representative of white collar workers the OEIU is deeply interested in the article of the May issue of the "American Federationist" written by Walter Pidgeon, president of the Screen Actors Guild. President Pidgeon, in this article points out that before the Screen Actors Guild won its first collective bargaining contract in 1933, half of the actors working in pictures earned less than \$2,000 a year gross before deductions of agents' fees. Less than 10 percent earned as much as \$5,000 gross and agents' fees took quite a hunk of the actor's salary.

It was common practice in the studios for actors to have to work late every Saturday night and often into the early hours of Sunday morning. When a legal holiday occurred in mid-week the actor often would have to work the following Sunday to make up for the holiday. Meal periods came at the producer's convenience not necessarily to meet the human needs of the actor. There was seldom any twelve-hour rest in between calls; actors sometimes worked on a set as late as 2 or 3 a. m. and then were ordered to report back at 8 a. m. the same day. Actors were not paid for overtime, and there was no premium pay for work on Saturday, Sunday, and Holidays or for night work.

In March of 1933 the producers forced actors under contract to take a 50 percent pay cut and all free-lance actors to take a 20 percent cut. In those days the screen actors had no union to turn to so they took the cut. On May 9, 1937, the Screen Actors Guild won recognition for the employes and a union shop contract. The first gains covered conditions for the extra players and low salaried bit players; it also provided for working conditions for all actors. The Screen Actors Guild is still negotiating improvements of conditions such as minimum fees and fees for the reuse of filmed commercials as well as residual payments to the actors for reruns of television entertainment films.

"In those days before we won our first collective bargaining contract, half of the actors working in pictures earned less than \$2,000 a year gross, before deduction of agents' fees," Pidgeon writes. "Less than 10 per cent earned as much as \$5,000 gross. And agents' fees took quite a hunk of an actor's salary."

"It was common practice in the studios for actors to have to work late every Saturday night and often into the early hours of Sunday morning, thus destroying the actor's day of rest. When a legal holiday occurred in midweek, the actor often would have to work the following Sunday to make up for the holiday.

"Meal periods came at the producer's convenience, not necessarily to meet the human needs of the actor. . . .

"Actors were not paid for overtime, and there was no premium pay for work on Saturdays, Sundays and holidays or for night work.

"These are just a few of the many bad working conditions existing before the movie actors formed their union."

It is readily understandable that if individuals such as screen actors need the protection of a union to exercise their collective strength to protect the working conditions of the individuals, it is just as necessary that we as white collar workers recognize the need for collective action through our union to improve and protect our working conditions and wages. The Screen Actors Guild is the outstanding example that trade unions are necessary for all types of employes if they are to improve and protect their wages and working conditions.

The white collar workers in America are currently awakening to this necessary action and are joining unions in increasing numbers. The OEIU welcomes all white collar workers into our International Union so that we may through our joint efforts improve the economic status of the White Collar workers of America.

Activities of Conferences and Local Unions

Buffalo, N. Y.—Business Representative Emil W. Steck announces the completion of negotiations between Local 212 and the Nemmer Furniture Store. This is a three-year agreement and provides for an increase of \$4 per week effective October 1, 1956, \$4 effective October 1, 1957 and a \$4 per week effective October 1, 1958. A non-contributory pension plan providing a payment of \$25 per month upon retirement at age 65, the pension plan also includes a \$2500 death benefit, and in the event of termination of employment, all equity in the plan is turned over to the employe. This is the first pension plan for this company and we have been striving to achieve it.

Richmond, Calif.—Local 243 announces that a new agreement has been reached with the Pelletreau, Gowen & Moses law firm. This agreement provides for a union shop, a 5-day week, and overtime after 35 hours or 7 hours a day

paid at a rate of one and one-half times the regular rate, office-wide seniority, 11 paid holidays, 1 week vacation after six months, 2 weeks after one year and 3 weeks after 3 years' employment. Other fringe benefits are covered, such as sick leave, grievance procedure, and new classifications. This agreement will run for a period of three years.

Richmond, Calif.—Local 243 reports through Secretary-Treasurer Mabel De Forrest that their contract with the Owens Publications are complete with an average 4½ percent increase for all employes, the agreement will run for one year.

Middleport, N. Y.—Recording Secretary Louis G. Molnar of Local 184, announces they have signed a two-year agreement with the Niagara Chemical Division of Food Machinery & Chemical Corporation. Ratification of this contract averted a strike which had been authorized by a unanimous

membership vote. The following improvements were gained: a general increase of \$13 per month for salaried employes plus fringe benefits including one additional paid half-day holiday and more coverage of the hospitalization plan paid for by the company, and a wage reopener next year. All described jobs had been reviewed and rewritten and agreed upon. A new set of rate ranges was also agreed on.

San Francisco, Calif.—Phyllis Mitchell, secretary-treasurer of Local 3, reports that their contract with the Jay-Vec Stores of California, Inc., have been completed. The newly-negotiated agreement provides for a reevaluation of job classifications changed over from manual to machine operation in the office, a \$25 per month increase for all employes, the expiration date is one year from March 1, 1957.

Richmond, Calif.—Mabel De-Forrest, secretary-treasurer of Local 243 announced that the new agreement with the Fish Cannery Workers Union providing for a \$5 per week across the board increase and improves the hours and overtime clauses to provide for supper money and guaranteed show-up pay.

Buffalo, N. Y.—Emil W. Steck, business representative of Local 212 reports the conclusion of negotiations with the Hospital Service Corporation of Western New York (Blue Cross-Blue Shield). The new contract calls for the following improvements, a reduction of the work week to 37½ hours (this constituted an increase in hourly rates from 6½c to 11½c an hour); a general increase averaging 2½ and 3c an hour; an additional merit step after the maximum has been reached of 5c an hour; an additional half-day paid for Good Friday to be added to the holiday clause. This is a three-year agreement with an additional 5c hourly increase in 1958 and an additional 5c hourly increase in 1959. The negotiating committee consisted of Catherine O'Neill, Mildred Cleary, Pauline Frey, for the Blue Cross committee and Meredith Harper and Patricia Shanahan for Blue Shield, President W. Frank Roberts and Emil W. Steck represented the Union.

Brown Paper Employes Sign Contract



Local 345 of Berlin, N. H., has signed their first agreement covering the recently organized employes of the Brown Paper Company. This new contract provides raises from \$2 to \$5 per week in the minimum rates with automatic increases from \$3 to \$7.50 paid upon completion of stipulated probationary periods. There is a further wage reopener effective July 15, 1957. The vacation clause provides up to 4 weeks vacation if an employe is required to work on any of the 8 holidays set forth in the agreement the company agrees to pay triple time and one half for all time worked; Sunday shall be paid for at double; and all work over the 37½ hour workweek shall be paid for at time and one half. Along with providing sick leave the contract covers Pensions, Life, Health, Accident and Hospitalization Insurance, in addition to two 15-minute rest periods; a dinner hour of 1½ hour is guaranteed. This one year contract also includes leave of absence for personal reasons, military leave, jury duty, maternity leave and grievance and arbitration procedure; Promotions is covered by job bidding and normal seniority provisions. International Representative Leo Wallace announced that the employes are very happy with this first agreement.

Merged Local 42 Elects Officers



OEIU Local No. 42 in Detroit which was one of the first local unions to merge with a CIO Office Employees Union as a result of the AFL-CIO merger, recently installed its newly-elected officers, shown above.

Detroit, Mich.—Local 42 through its President Winifred Shapero, announces their contract with the Ford Local 600 UAW has been completed with much publicity by radio, television and in the papers because this is one of the first agreements with a 30-hour week clause in it. This is quite an improvement in the hours of work clause. The work week is 30 hours and the work day is 6 hours. The contract will run for one year.

★ ★

Detroit, Mich.—Continuing their rapid pace of organizing activities, Office Workers Union Local 42 announces the success of its campaign to sign up the several hundred clerical employees of the R. L. Polk Co.

The two-month campaign reached a conclusion this week, with the union making formal demands for recognition.

Pledges of co-operation have been received by Robert C. Corrigan and Winnie Shapero, officers of Local 42, from the printing trades unions on the property.

The success of this campaign will make this firm 100 percent union, front door to back, said the 42 Local officers.

Ogden, Utah—Local No. 220 reports that negotiations have been concluded with Pillsbury Mills, Inc. As a result of these negotiations it is agreed that effective January 1, 1957, the minimum and maximum salary rates in Groups VI through XI are increased by (\$7) per month. This increase shall be applicable to all employees covered by the current collective bargaining agreement as of January 1, 1957, except such employees whose present salary rate exceeds the maximum rate in their group by more than \$7.00. The contract will expire January 1, 1958.

★ ★

Milwaukee, Wisc.—A new two-year agreement covering the project engineers and draftsmen was reached with the Miller Brewing Co. The new agreement provided for \$20.00 per month increases retroactive to March 1, and a \$20.00 per month increase on Mar. 1, 1958. Minimums and maximums of the salary ranges were raised 5 percent and will be increased another 5 percent next year. The contract generally is the same as the office unit contract. The new pact was negotiated by Business Representative Harold E. Beck, and committee members George Ferris and Al Christiansen. A supplementary agreement was signed recently with Baso, Inc. (formerly Milwaukee Gas Specialty Co.). The supplementary agreement was negotiated under the wage reopener of the agreement signed last year and will run until Feb. 1, 1958. The minimums were increased from 5 to 8.7 percent (\$11.00 to \$46.00 per month). Maximums were raised 5 percent (\$12.50 to \$32.50) per month. The individual increases varied according to the position the employe occupies in his salary range and were retroactive to Jan. 29. The bargaining committee members who assisted Business Representative Beck in the negotiations were Chairman Bob Schmidt, Ray Nan Male and Frank Gendrich.

★ ★

New Haven, Conn.—Local 329 at the Knights of Columbus National Headquarters is laying claim to the fact that quite possibly they are represented by one of the youngest business representatives in the country.

Following the recent resignation of Business Representative Jerry Grady to devote more time to his political position as Second Selectman in East Haven the Local 329 executive board unanimously elected Edward T. Himes as his successor. Himes, who is 19 years old, serves as a member of the local's executive board; is a delegate to the New Haven Central Labor Council, and has been a delegate to all of the Northeastern Organizational Conferences. Despite his youth he holds many responsible positions in the community including the secretaryship of the St. Brendan's Men's League, staff chairman of the Connecticut Junior Red Cross Training Center, assistant to the disaster chairman of the New Haven Chapter of Red Cross, and chief advisor on Junior Red Cross activities for the eastern area.

In spite of these outside activities Himes finds time to be a member of the permanent negotiating committee of the local, a member of the grievance committee, and editor of the Local 329 "Monthly News Sheet."

The Local 329 Executive Board accepted the resignation of Brother Grady with regret and passed by unanimous vote deep gratitude for the outstanding service he performed for the local.

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Canadian Corner

BY LLOYD CHAPMAN
President, Canadian
Organization Conference



★ ★ ★ ★ ★ ★ ★ ★ ★ ★

Contract Signed With Canadian Car

Effective April 1, 1957 a first collective labor agreement was reached for the 210 office employes of Canadian Car Co., for a period of 2 years.

This first contract includes modified union ship, holiday-vacation clauses, provisions of seniority rights on promotion, transfer, lay-off, and recall; grievance procedure, new overtime provisions for 1½ and 1¼ times the regular rate of pay, depending on the hours worked.

A new automatic wage scale progression of \$10.00 every four months until the job rate is reached; a new job classification.

The general increase is as follows: \$10.00 per month effective April 1, 1957, \$6.00 per month on the group insurance effective October, 1957, and a further wage increase of \$8.00 per month effective April 1, 1958.

The company agreed that the present policy regarding sick leave with pay and other privileges would be maintained.

The negotiations committee was composed of Gordon Stitt, president; Joseph Gagnon, vice president; J. St. Denis, C. Herring, O. Lavigne, J. Smith, committee members; assisted by Romeo Corbeil, organizer.

★ ★

Continental Can Reclassifications Average \$500 Back Pay

Upon conclusion of job classification at Continental Can, Montreal, the Office Employees International Union, Local 57, members were definitely convinced they had made a right move when they organized themselves in the OEIU. Some employes received as much as \$1,200.00 for an average of

\$500.00 retroactive pay for the group.

The rates, effective Mar. 6, 1956, per week, are as follows:

Messenger-mail clerk, \$61.89; multigraph-teletype-typist, \$66.09; stenographer-head mail clerk-switchboard, \$70.29; comptometer-record clerk sales, \$74.49; material record clerk, \$78.69; payroll-clerk-cost clerk B, \$82.89; accounting-material record clerk 1, \$87.09; senior account clerk-scheduler clerk, \$91.29; purchasing expediter, \$91.29; cost clerk A-scheduler drum, \$95.49; intermediate draftsman-scheduler general line, \$99.69; senior draftsman, \$116.49.

The union is presently engaged in the 1957 negotiations to be effective and retroactive to March 6, 1957.

OEIU Local 338 Signs First Contract

The 95 office employes of Dominion Rubber Co., Ltd., St. Jerome, Que., members of OEIU Local 338, have reached settlement on a first contract for a period of two years.

Seven months elapsed between the period of certification to the signature of this first contract, and these office employes should be congratulated for the nice "esprit de corps" maintained during these lengthy negotiations.

The agreement provides for dues deduction, grievance and arbitration procedures, reduction of hours of work for some of the employes, overtime premium at the rate of time and one-half, eleven paid statutory holidays, office wide seniority in case of vacancies, promotions, transfers, lay-off and recall. Also, provisions for vacation with pay; two weeks after ten months, three weeks after fifteen years. The company has agreed to maintain the leave of absence for personal sickness. New provisions for ten minutes' rest period in the morning and the afternoon, a new job classification with automatic progression which is considered by the union to represent an average increase of 12½ percent over a period of two years.

The negotiating committee was composed of Jean Paul Leveille, president of the local; Michael Charbonneau, secretary-treasurer; Aurelien Plouffe and Miss Gertrude Larouche, assisted by Romeo Corbeil, organizer.

Canadian Board Members



Members of the executive board of Local 191, Beauport, Quebec. Front row, left to right: M. Fortin, vice president; D. Godbout, trustee; E. Matte, recording secretary; B. Pepin, guard; Back Row: P. Gauthier, secretary-treasurer; R. Montreuil, trustee; L. A. Bruneau, president; B. Belanger, trustee.

Tenth Anniversary for Canadian Local



View of the annual dance of Local 191, Beauport, Quebec, held at Boscaur. The dance, marking the tenth anniversary of the local, had many members of management present. Romeo Corbeil, organizer, represented the International at the successful affair.

Are your chances against cancer any better today?

The answer's yes . . . IF!
Formerly, we could cure one out of every 4 cancer patients. Today, it's one out of 3. So . . . why the big IF? Because the odds against cancer depend on you! Only you can keep alert for any of the 7 danger signals, and see your doctor about even the tiniest "maybe." Only you can give us the money we need to keep research going full speed. Remember, time is everything with cancer. So don't wait! See your doctor for a health checkup. And send a check to the American Cancer Society—today! Send your gift to "Cancer" in care of your local Post Office.

American Cancer Society



from the desk
of the

PRESIDENT

HOWARD COUGHLIN



Dateline Geneva

AS I write this, I am in a hotel in Geneva, Switzerland awaiting the start of the meeting of the ILO Committee on Salaried Employees and Professional Workers, which is scheduled to begin tomorrow morning (April 1, 1957) at the Palace of Nations. Russell Stephens, president of the American Federation of Technical Engineers, is a co-delegate to this meeting. It will be remembered that Brother Stephens and I were the worker-delegates to the prior meeting of this Committee in 1954.

For the past day and a half I have been in constant discussion with Mr. Jerzy Szyszko-Bohusz, president of the Office Employees International Union, Local 340 at Munich, Germany. Approximately eight months ago we chartered this union of 260 members employed by Radio Free Europe at Munich. Our Local 340 is the collective bargaining agent for the dollar-paid employees of RFE.

Radio Free Europe's Job

While the greater part of our discussions were confined to the collective bargaining problems of Local 340, I could not keep myself from marveling at the wonderful accomplishments of Radio Free Europe—the only radio program of its kind in Europe. RFE is composed primarily of representatives of satellite nations who were forced to flee from Poland, Czechoslovakia, Hungary, and other Iron Curtain countries, in order to escape the yoke of Soviet oppression. These people plan, write, direct and deliver regular daily programs to their former homelands. These programs operate 16 hours a day. They are the only contact the people of the satellite nations have with the free world. Without this daily guidance, which is hope eternal for the oppressed peoples of the Iron Curtain countries, they might have long since given up hope. Evidence, however, is mounting daily which indicates that these programs are listened to regularly by multitudes of the oppressed. Escapees have attested to the value of the RFE program. Numerous letters smuggled out of these countries call for the continuance of this vital radio contact.

I intend to fly to Munich this week-end to address our membership there. It will be the first time that these people will have seen a representative of the OEIU. It will be my intention to assure them of the powerful support of the AFL-CIO. While they are engaged in an important task, they, too, know the need for collective bargaining, and because they are bargaining with an American management they require the support of the American labor movement. Henderson Douglas, OEIU director of organization, has been conducting negotiations in New York City with the aid of top officials of the AFL-CIO.

I expect to be interviewed as to labor conditions in America. This interview will be recorded and broadcast to the Iron Curtain countries.

Super Salesmen Win Super Pact

The salesmen of the Canned Drinks Corporation, New York City, distributors for Super Coola beverages, recently achieved their first sampling of union conditions for salesmen. This was brought about through a contract negotiated on their behalf by Business Representative Charles Ponti of the Local 153 union staff.

- The contract provides for:
1. A \$10.00 per week across the board increase.
 2. An increase in car allowances of \$25.00 per week.
 3. Ten (10) paid holidays plus time off for voting on election day.
 4. Paid sick leave.
 5. Pay white on jury duty.
 6. Vacation—three (3) weeks'

vacation after five (5) years of service.

7. The Local 153 welfare plan. The contract is for a period of one year and was negotiated with the aid of Shop Steward Winston Graig.

First Dental Group Organized by Local 153

The office, clerical and technical employes for a group of 22 dentists were organized last week by Business Representative Donald Blake.

He reports he received invaluable help from Helen Quinn, a shop steward of Local 153 from the joint industry board.

Local 153 has organized the S. S. White Co., a dental manufacturing firm, but this is the first organizational success of office employes of dentists.

Planting Time!



What Leading Church Groups Say About Union Organizing

PROTESTANT

Statement of the Executive Board of the Division of Christian Life and Work, National Council of the Churches of Christ in the U. S. A., July 1956. Most of the Protestant faiths are active in the Council.

"We recognize the right of both employers and employes to organize for collective bargaining, and in connection with employes we believe that it is generally desirable to do so."

"The recognition by protestant churches of labor unions as an important form of social organization has been made clear. For example, in 1912 the Federal Council of the Churches of Christ in America recognized the 'right of employes and employers alike to organize. . . .' In 1932 this position was expanded to include 'the right of employes and employers alike to organize for collective bargaining and social action; protection of both in the exercise of this right, the obligation of both to work for the public good.'

"Again in 1940 this same body voted as follows: 'That the Federal Council record its conviction that not only has labor a right to organize but also that it is socially desirable that it do so because of the need for collective action in the maintenance of standards of living'."

CATHOLIC

Statement of Catholic Bishops of United States, November, 1940:

"Labor can have no effective voice as long as it is unorganized. To protect its right it must be free to bargain collectively through its own chosen representatives. If labor when unorganized is dissatisfied, the only alternative is to cease work and thus undergo the great hardships which follow unemployment."

Pius XII, September, 1956:

"The various parts of the social organism are not made to fight each other, but to complete each other in a fruitful harmony of activities and works. Workmen's organizations have been encouraged by the Church, not that they may fight against management, but in order to promote harmony between capital and labor, in this way reaching the economic ends whereto they justly aspire."

Pius XI, Quadragesimo Anno:

"They were with criminal injustice denying the natural right to form associations to those who needed it most to defend themselves from ill-treatment at the hands of the powerful. There were even some . . . who looked askance at the efforts of workers to form associations of this type as if they smacked of a socialistic or revolutionary spirit."

JEWISH

Statement of Central Conference of American Rabbis:

"The same rights of organization which rest with employers rest also with those whom they employ. Modern life has permitted wealth to consolidate itself through organization into corporations. Workers have the same inalienable right to organize according to their plan for their common good and to bargain collectively with their employers through such honorable means as they may choose. 'We believe . . . that the democratic participation of workers in the councils of management will not only increase efficiency as the knowledge and experience of workers will be available to management.'

"But also it will prevent many of the tragedies, such as irregularity of employment, and speed-up, which are the consequences of the operation of industry from the viewpoint of management alone."